

25X1C

Approved For Release 2001/08/15 : CIA-RDP78-03578A000200010066-8

Approved For Release 2001/08/15 : CIA-RDP78-03578A000200010066-8

CONFIDENTIAL SECRET

g. As this program expands, or changes status in reference to Army personnel assigned, civilian CIA instructors may be required on a full time hazardous duty pay status.

h. Statistically:

25X1C

The number of GS-5 CIA civilian employees who have completed [redacted] training to date and who have received no hazardous duty pay is..... 76

The number of other CIA civilian employees who have completed this training to date, and who have received no hazardous duty pay is..... 5

The number of GS-5 CIA civilian employees now undergoing hazardous training is..... 41

The number of other CIA civilian employees now undergoing training is..... 4

The estimated number of GS-5 CIA civilian employees who will take this training, under present training plans and policy (FY52 and 53) is... 1150 (exclusive of above)

The estimated number of other CIA civilian employees who will take this training, under present training plans and policy (FY52 and 53) is... 150 (exclusive of above)

The estimated number of CIA civilian instructors who may be required on a continuing hazardous duty pay under present training plans and policy (FY52 and 53) is..... 10

3. DISCUSSION

a. In view of the fact that hazardous occupations are recognized in the form of additional pay in other services of the government, individuals participating in the same type of instruction, under the same conditions and working within the same group are entitled to the same consideration.

b. The CIA civilian employee (the CIA civilian instructor excepted) will not be required to continue on a hazardous pay status. He may, in the fulfillment of a perilous and jeopardous mission, be required to use the knowledge gained under instruction. Therefore, the pay increase for this type of hazardous duty should be limited to a three-month period, except for the instructors, commencing with the month in which he successfully completed that phase of his training.

CONFIDENTIAL

SECRET

CONFIDENTIAL

c. A GS-7 is entitled to the administrative benefits according to a 2nd Lieutenant. Lower ratings are in enlisted status. The approach to the hazardous pay problem for the GS-5 trainee would therefore be to grant him between \$50 to \$100 per month for three months. The GS-5 trainee does not, however, receive all other advantages given to enlisted men of the services. Therefore, all CIA trainees, regardless of rating, should receive the full hazardous duty pay of \$100 per month for three months.

d. On the hypothesis of parity of duties performed, all who have completed this training should receive the hazardous duty pay retroactively.

e. The estimated cost of financing this project is:

- (1) Retrospectively, 83 trainees at \$300 each.....\$24,900
- (2) Presently in training, 45 trainees at \$300 each.... 13,500
- (3) Estimated 1600 trainees FY52 and 53 at \$300 each....\$480,000
- (4) Estimated 10 CIA civilian instructors FY52 and \$3 at \$1200 each, adjusted for partial FY52..... 20,000

f. Assuming funds available, the hazardous duty pay increases for trainees could be accomplished by:

- (1) Temporary promotions of three months' duration at an annual rate of increase of \$1200 per year, or
- (2) A bulk payment of \$300 per trainee out of other funds, such as Confidential Funds, which are directly controlled by the DCI.

The administrative considerations of temporary promotions in all probability eliminate that method as being inefficient and imprudent, particularly as not only are GS-5 ratings to be considered but others of higher category. Of the two solutions proposed, it is felt that solution (2) would be more acceptable administratively.

b. CONCLUSION

It is concluded that:

- a. All CIA civilian trainees should receive extra pay (\$300) for hazardous duty for a period of three months upon

CONFIDENTIAL ~~SECRET~~

b. All CIA civilian instructors engaged in hazardous duty should be placed on a hazardous duty pay status on a basis comparable to that for which the military services are entitled to extra compensation by provisions of law.

5. RECOMMENDATIONS

- a. That all CIA civilian trainees currently and in the future undertaking hazardous duty instruction under TAC be granted hazardous duty compensation at a rate of \$300 per trainee, upon successful completion of such courses of training as the Director, CIA may direct.
- b. That all CIA civilian instructors engaged in hazardous duty be placed on a continuing hazardous duty pay status at a rate of \$300 per month, qualifying for such continuous pay in a manner identical with that prescribed by law for the military services.
- c. That these amounts be paid from Confidential Funds available to the CIA.
- d. That hazardous duty pay be similarly paid, retroactively, to individuals who have prior to the approval of this action successfully completed similar training, but not earlier than 2 October 1950.

25X1A

Assistant Director of Training (Covert)

CONFIDENTIAL ~~SECRET~~